

COMMISSIONER'S CURRENT REVISION  
KENTUCKY PREVAILING WAGE DETERMINATION  
LOCALITY NO. 01

**CALLOWAY, CARLISLE, FULTON, GRAVES, HICKMAN, LYON & TRIGG COUNTIES**

Determination No. CR-3-01

Date of Determination: July 15, 2003

This schedule of the prevailing rate of wages for Calloway, Carlisle, Fulton, Graves, Hickman, Lyon, &, Trigg Counties has been determined in accordance with the provisions of KRS 337.505 to 337.550. This determination shall be referred to as Prevailing Wage Determination No. CR-3-01

Apprentices shall be permitted to work as such subject to Administrative Regulations adopted by the Commissioner of Workplace Standards. Copies of these regulations will be furnished upon request to any interested person.

Overtime is to be computed at not less than one and one-half (1 1/2) times the indicated BASE RATE for all hours worked in excess of eight (8) per day, and/or in excess of forty (40) per week. However, KRS 337.540 permits an employee and employer to agree, in writing, that the employee will be compensated at a straight time base rate for hours worked in excess of eight (8) hours in any one calendar day, but not more than ten (10) hours worked in any one calendar day, if such written agreement is prior to the over eight (8) hours in a calendar day actually being worked, or where provided for in a collective bargaining agreement. The fringe benefit rate is to be paid for each hour worked at a straight time rate for all hours worked. Fringe benefit amounts are applicable for all hours worked except when otherwise noted. Welders will receive rate for craft in which welding is incidental.

NOTE: The type of construction shall be determined by applying the following definitions:

**BUILDING CONSTRUCTION**

Building construction is the construction of sheltered enclosures with walk-in access for the purpose of housing persons, machinery, equipment, or supplies. It includes all construction of such structures, the installation of utilities and the installation of equipment, both above and below grade level, as well as incidental grading, utilities and paving.

**HIGHWAY CONSTRUCTION**

Highway construction includes the construction, alteration or repair of roads, streets, highways, runways, taxiways, alleys, trails, paths, parking areas, and other similar projects not incidental to building or heavy construction. It includes all incidental construction in conjunction with the highway construction project.

HEAVY CONSTRUCTION

Heavy projects are those projects that are not properly classified as either "building" or "highway". For example, dredging projects, water and sewer line projects, dams, flood control projects, sewage treatment plants and facilities, and water treatment plants and facilities are considered heavy.

_____	&	_____
Guy R. Patterson, Jr., Director		Joe Norsworthy, Secretary
Employment Standards,		Kentucky Labor Cabinet
Apprenticeship & Training		Frankfort, Kentucky 40601
Kentucky Labor Cabinet		

CLASSIFICATIONS

RATE AND FRINGE BENEFITS

**CALLOWAY, CARLISLE, FULTON, GRAVES, HICKMAN, LYON, & TRIGG COUNTIES:**

ASBESTOS/INSULATION WORKERS:	BASE RATE	\$21.10
	FRINGE BENEFITS	5.63

**CALLOWAY, CARLISLE, FULTON, GRAVES, HICKMAN, LYON, & TRIGG COUNTIES:**

BOILERMAKERS:	BASE RATE	\$27.15
	FRINGE BENEFITS	12.70

**CARLISLE, FULTON, GRAVES, HICKMAN, & LYON COUNTIES:**

BRICKLAYERS:	BASE RATE	\$24.15
	FRINGE BENEFITS	6.55

**CALLOWAY & TRIGG COUNTIES:**

BRICKLAYERS:	BASE RATE	\$20.16
	FRINGE BENEFITS	1.60

**CALLOWAY, CARLISLE, FULTON, GRAVES, HICKMAN, LYON & TRIGG COUNTIES:**

**CARPENTERS:**

Carpenters: (Including Drywall Hanging, Batt Insulation & Formwork)

BUILDING	BASE RATE	\$17.11
	FRINGE BENEFITS	7.58

HEAVY & HIGHWAY	BASE RATE	\$21.45
	FRINGE BENEFITS	6.13

Piledrivermen:	HEAVY & HIGHWAY	BASE RATE	\$21.70
		FRINGE BENEFITS	6.13

Divers:	HEAVY & HIGHWAY	BASE RATE	\$32.55
		FRINGE BENEFITS	6.13

CLASSIFICATIONS

RATE AND FRINGE BENEFITS

**CALLOWAY, CARLISLE, FULTON, GRAVES, HICKMAN, LYON, & TRIGG COUNTIES:**

CEMENT MASONS & CONCRETE FINISHERS:		BASE RATE	\$18.60
		FRINGE BENEFITS	7.40

**CALLOWAY, CARLISLE, FULTON (Except a 5 mile radius of City Hall in Fulton), GRAVES, HICKMAN, LYON, & TRIGG COUNTIES:**

**ELECTRICIANS:**

Electricians:		BASE RATE	\$23.58
		FRINGE BENEFITS	9.06

Cable Splicers:	HEAVY & HIGHWAY	BASE RATE	\$23.83
		FRINGE BENEFITS	9.06

**FULTON COUNTY (Up to a 5 mile radius of City Hall in Fulton):**

**ELECTRICIANS:**

Electricians:		BASE RATE	\$18.94
		FRINGE BENEFITS	9.00

Cable Splicers:	HEAVY & HIGHWAY	BASE RATE	\$19.44
		FRINGE BENEFITS	9.00

**CALLOWAY, CARLISLE, FULTON, GRAVES, HICKMAN, LYON, & TRIGG COUNTIES:**

ELEVATOR CONSTRUCTORS:		BASE RATE	\$24.87
		FRINGE BENEFITS	7.20

**CALLOWAY, CARLISLE, FULTON, GRAVES, HICKMAN, LYON, & TRIGG COUNTIES:**

GLAZIERS:		BASE RATE	\$19.11
		FRINGE BENEFITS	4.09

Add \$.35 for glaziers working on a scaffold 30 ft. or more above the ground or any permanent part of a structure

**CLASSIFICATIONS**

**RATE AND FRINGE BENEFITS**

**CALLOWAY, CARLISLE, FULTON, GRAVES, HICKMAN, LYON, & TRIGG COUNTIES:**

**IRONWORKERS:**

Structural:	BUILDING	BASE RATE	\$21.60
		FRINGE BENEFITS	9.57
Projects with a total contract cost of \$20,000,000.00 or above:			
	HEAVY & HIGHWAY	BASE RATE	\$22.90
		FRINGE BENEFITS	10.94
All Other Work:	HEAVY & HIGHWAY	BASE RATE	\$21.60
		FRINGE BENEFITS	9.57

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**CALLOWAY, CARLISLE, FULTON, GRAVES, HICKMAN, & LYON COUNTIES:**

**LABORERS/BUILDING:**

**GROUP 1:**

General Laborers, watchman, water boy, wrecking labor on building and structures, clearing right-of-way and building site, carpenter tender, deck hand flagging traffic, truck spotters and dumpers, axe and cross cut saw filer, concrete puddlers and form strippers, asbestos abatement laborers, toxic waste removal laborer, lead abatement laborer:

BUILDING	*BASE RATE	\$15.37
	FRINGE BENEFITS	7.03

\* Powderman or blasters wages to be \$.50 above base rate.

**GROUP 2:**

All power driven tools, hod carriers, mason tenders, finishing tenders, mortar mixers, jack hammer, vibrators, soil compactors, wagon drill, core drill, test drill, well drill, concrete pump machine, tunnel boring machine, men in tunnel and crib ditch work, signal men, riprap rock setters and handlers, asphalt rakers, tampers and smoothers, pipe layers, grout pump man, chain saw, pipe clearing, doping and wrapping, swamper and straight cable hooking, cement guns, grade checkers machine excavating, tool room checkers, batch plant scale man, sand hog free air, sand hog compressed air, cutting torch man on salvage work, road form setters, brick slingers, hand spikers, power buggy, handling of creosote material, sandblasters, curing of concrete and apply hardener, air and gas tampers, concrete saw, power post hole diggers and green cut men on concrete work. Request that two men be used on pavement breakers, multi-craft tender:

BUILDING	BASE RATE	\$15.57
	FRINGE BENEFITS	7.03

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**CLASSIFICATIONS**

**RATE AND FRINGE BENEFITS**

**TRIGG COUNTY:**

**LABORERS/BUILDING:**

**GROUP 1:**

General laborers, watchman, water boy, wrecking labor on building and structures, clearing of right-of-way and building site, carpenter tender, deck hand flagging traffic, truck spotters and dumpers, axe and cross cut saw filer, concrete puddlers and form strippers, asbestos abatement laborers, toxic waste removal laborer, lead abatement laborer:

BUILDING	BASE RATE	\$15.12
	FRINGE BENEFITS	7.28

**GROUP 2:**

All power driven tools, hod carriers, mason tenders, finishing tenders, mortar mixers, jack hammer, vibrators, soil compactors, wagon drill, core drill, test drill, well drill, concrete pump machine, tunnel boring machine, men in tunnel and crib ditch work, signal men, Riprap rock setters and handlers, asphalt rakers, tampers and smoothers, pipe layers, grout pump man, chain saw, pipe clearing, doping and wrapping, swampers and straight cable hooking, cement guns, grade checkers machine excavating, tool room checkers, batch plant scale man, sand hog free air, sand hog compressed air, cutting torch man on salvage work, road form setters, brick slingers, hand spikers, power buggy, handling of creosote material, sandblasters, curing of concrete and apply hardener, air and gas tampers, concrete saw, power post hole diggers and green cut men on concrete work, pavement breakers, multi-craft tender:

BUILDING	BASE RATE	\$15.32
	FRINGE BENEFITS	7.28

Powderman and Blaster:

BUILDING	BASE RATE	\$15.62
	FRINGE BENEFITS	7.28

FOR HEAVY & HIGHWAY RATES SEE BELOW

**CALLOWAY, CARLISLE, FULTON, GRAVES, HICKMAN, LYON, & TRIGG COUNTIES:**

**LABORERS HEAVY & HIGHWAY:**

**GROUP 1:**

Aging & Curing of Concrete; Asbestos Abatement Worker; Asphalt Plant; Asphalt; Batch Truck Dump; Carpenter Tender; Cement Mason Tender; Cleaning of Machines; Concrete; Demolition; Dredging; Environmental – Nuclear, Radiation, Toxic & Hazardous Waste – Level D; Flagperson; Grade Checker; Hand Digging & Hand Back Filling; Highway Marker Placer; Landscaping, Mesh Handler & Placer; Puddler; Railroad; Rip-rap & Grouter; Right-of-Way; Sign, Guard Rail & Fence Installer; Signal Person; Sound Barrier Installer; Storm & Sanitary Sewer; Swamper; Truck Spotter & Dumper; & Wrecking of Concrete Form:

HEAVY & HIGHWAY	BASE RATE	\$16.34
	FRINGE BENEFITS	7.38

July 15, 2003

CR-3-01

CLASSIFICATIONS

RATE AND FRINGE BENEFITS

CALLOWAY, CARLISLE, FULTON, GRAVES, HICKMAN, LYON & TRIGG COUNTIES LABORERS  
HEAVY & HIGHWAY: (Continued)

GROUP 2:

Batter Board Man (Sanitary & Storm Sewer); Brickmason Tender; Mortar Mixer Operator; Burner & Welder; Bushhammer; Chain Saw Operator; Hand Held or Walk Behind Concrete Saw Operator; Deckhand Scow Man; Dry Cement Handler; Environmental – Nuclear, Radiation, Toxic & Hazardous Waste – Level C; Forklift Operator for Masonary; Form Setter; Green Concrete Cutting; Hand Operated Grouter & Grinder Machine Operator; Jackhammer; Pavement Breaker; Paving Joint Machine; Pipelayer; Plastic Pipe Fusion; Power Driven Georgia Buggy & Wheel Barrow; Power Post Hole Digger; Precast Manhole Setter; Walk-Behind Tamper; Walk-Behind Trencher; Sand Blaster; Concrete Chipper; Surface Grinder; Vibrator Operator; & Wagon Driller:

HEAVY & HIGHWAY	BASE RATE	\$16.59
	FRINGE BENEFITS	7.38

GROUP 3:

Air Truck Driller; Asphalt Luteman & Raker; Gunnite Nozzleman; Gunnite Operator & Mixer; Grout Pump Operator; Powderman & Blaster; Side Rail Setter; Rail Paved Ditch; Screw Operator; Tunnel (Free air); & Water Blaster:

HEAVY & HIGHWAY	BASE RATE	\$16.64
	FRINGE BENEFITS	7.38

GROUP 4:

Caisson Worker (Free Air); Cement Finisher; Environmental - Nuclear, Radiation, Toxic & Hazardous Waste - Levels A & B; Miner & Driller (Free Air); Tunnel Blaster; & Tunnel Mucker (Free Air):

HEAVY & HIGHWAY	BASE RATE	\$17.24
	FRINGE BENEFITS	7.38

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**CALLOWAY, CARLISLE, FULTON, GRAVES, HICKMAN, LYON, & TRIGG COUNTIES:**

MILLWRIGHTS:	BASE RATE	\$20.45
	FRINGE BENEFITS	8.07

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**CALLOWAY, CARLISLE, FULTON, GRAVES, HICKMAN, LYON, & TRIGG COUNTIES:**

OPERATING ENGINEERS/BUILDING:

Auto Patrol, Batch Plant, Bituminous Paver, Cable Way, Carrydeck Crane, Central Compressor Plant, Clamshell, Concrete Mixer (21 cu. ft. or over), Concrete Pump, Crane, Crusher Plant, Derrick, Derrick Boat, Ditching & Trenching Machine, Dragline, Dredge Operator, Dredge Engineer, Heavy Equipment Robotics Operator/Mechanic, Hoe type Machine, Hoist (1-drum when used for stack or chimney construction or repair), Hoisting Engine (2-drums or more), Horizontal Directional Drill Operator, Hydraulic Boom Truck, Locomotive, Mechanically Operated Laser Screed, Motor Scraper, Carry-all Scoop, Bulldozer, Mechanic, Orangepeel Bucket, Overhead Crane, Pile Driver, Power Blade, Roller

CLASSIFICATIONS RATE AND FRINGE BENEFITS  
CALLOWAY, CARLISLE, FULTON, GRAVES, HICKMAN, LYON & TRIGG COUNTIES OPERATING  
ENGINEERS/BUILDING: (Continued)

(Bituminous), Scarifier, Shovel, Tractor Shove, Truck Crane, Winch Truck, Push Dozer, High Lift, Fork Lift (regardless of lift height & except when used for masonry construction), Telescoping Type Forklift, Boom Cat, Core Drill, Hopto, Tow or Hoist, Hyster, Pumpcrete, Ross Carrier, Boom, Tail Boom, Rotary Drill, Hydro Hammer, Mucking Machine, Rock spreader attached to equipment, Scoopmobile, KeCal Loader, Tower Crane, (French, German & other types), Hydro Crane, Backfiller, Gurries, Subgrader, & Tunnel Mining Machine, including Moles, Shields or similar types of Tunnel Mining Equipment:

BUILDING	*BASE RATE	\$20.60
	FRINGE BENEFITS	8.40

**\*Crane with boom 150 feet and over, including jib, shall received \$1.00 above Base Rate; 225 feet or over, including jib, shall receive \$1.50 over Base Rate. Crane using piling leads shall receive \$1.00 over Base Rate regardless of boom length**

Bituminous Distributor, Cement Gun, Conveyor, Mud Jack, Paving Joint Machine, Roller (earth), Tamping Machine, Tractor (under 50 HP), Vibrator, Oiler, Concrete Saw, Burlap & Curing Machine, Hydro-Seeder, Power Form Handling Equipment, Deckhand Steersman, & Hydraulic Post Driver:

BUILDING	BASE RATE	\$17.09
	FRINGE BENEFITS	8.40

Air Compressor (over 900 cu. ft. per min.), Bituminous Mixer, Joint Sealing Machine, Concrete Mixer (under 21 cu. ft.), Roller (rock), Tractor (50 HP & over), Bull Float, Finish Machine, Outboard Motor Boat, Flexplane, Fireperson, Boom type Tamping Machine, Truck Crane Oiler, Greaser on Grease facilities servicing heavy equipment, Switchman or Brakeman, Whirley Oiler, Self-Propelled Compactor, Tractair & Road Widening Trencher & Farm Tractor with attachments (except Backhoe, Highlift, End Loader), Elevator (when used to hoist building materials), Hoisting Engine (1-drum or buck hoist), Forklift (when used for masonry construction, Firebrick masonry excluded), Well Points, Grout Pump, Throttle-Valve Man, Tugger, & Electric Vibrator Compactor:

BUILDING	BASE RATE	\$17.86
	FRINGE BENEFITS	8.40

Grader:	BUILDING	BASE RATE	\$16.41
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Loader:	BUILDING	BASE RATE	\$11.95
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**HAZARDOUS PAY FOR ALL OPERATORS: (except Grader and Loader)**  
**Personal Protective Equipment, Level A \$1.00 Premium over Base Rate, Level B \$.75 Premium over Base Rate, Level C \$.50 Premium over Base Rate and Level D No Premium.**



CLASSIFICATIONS RATE AND FRINGE BENEFITS  
 CALLOWAY, CARLISLE, FULTON, GRAVES, HICKMAN, LYON & TRIGG COUNTIES OPERATING  
 ENGINEERS: (Continued)

GROUP A:

A-Frame Winch Truck; Auto Patrol; Backfiller; Batch Plant; Bituminous Paver; Bituminous Transfer Machine; Boom Cat; Bulldozer; Mechanic; Cableway; Carry-all Scoop; Carry Deck Crane; Central Compressor Plant; Clamshell; Concrete Mixer (21 cu. ft. or Over); Concrete Paver; Truck-Mounted Concrete Pump; Core Drill; Crane; Crusher Plant; Derrick; Derrick Boat; Ditching & Trenching Machine; Dragline; Dredge Operator; Dredge Engineer; Elevating Grader & Loaders; Grade-All; Gurries; Heavy Equipment Robotics Operator/Mechanic; High Lift; Hoe-Type Machine; Hoist (Two or More Drums); Hoisting Engine (Two or More Drums); Horizontal Directional Drill Operator; Hydrocrane; Hyster; KeCal Loader; LeTourneau; Locomotive; Mechanic; Mechanically Operated Laser Screed; Mechanic Welder; Mucking Machine; Motor Scraper; Orangepeel Bucket; Piledriver; Power Blade; Pumpcrete; Push Dozer; Rock Spreader, attached to equipment; Rotary Drill; Roller (Bituminous); Scarifier; Scoopmobile; Shovel; Side Boom; Subgrader; Tailboom; Telescoping Type Forklift; Tow or Push Boat; Tower Crane (French, German & other types); Tractor Shovel; Truck Crane; Tunnel Mining Machines, including Moles, Shields or similar types of Tunnel Mining Equipment:

HEAVY & HIGHWAY	*BASE RATE	\$21.10
	FRINGE BENEFITS	9.15

GROUP B:

Air Compressor (Over 900 cu. ft. per min.); Bituminous Mixer; Boom Type Tamping Machine; Bull Float; Concrete Mixer (Under 21 cu. ft); Dredge Engineer; Electric Vibrator; Compactor/Self-Propelled Compactor; Elevator (One Drum or Buck Hoist); Elevator (when used to Hoist Building Material); Finish Machine; Firemen & Hoist (One Drum); Flexplane; Forklift (Regardless of Lift Height); Form Grader; Joint Sealing Machine; Outboard Motor Boat; Power Sweeper (Riding Type); Roller (Rock); Ross Carrier; Skid Mounted or Trailer Mounted Concrete Pump; Switchman or Brakeman; Throttle Valve Person; Tractair & Road Widening Trencher; Tractor (50 HP or Over); Truck Crane Oiler; Tugger; Welding Machine; Well Points; & Whirley Oiler:

HEAVY & HIGHWAY	*BASE RATE	\$18.68
	FRINGE BENEFITS	9.15

GROUP B2:

Greaser on Grease Facilities servicing Heavy Equipment:

HEAVY & HIGHWAY	*BASE RATE	\$19.06
	FRINGE BENEFITS	9.15

GROUP C:

Bituminous Distributor; Burlap & Curing Machine; Cement Gun; Concrete Saw; Conveyor; Deckhand Oiler; Grout Pump; Hydraulic Post Driver; Hydro Seeder; Mud Jack; Oiler; Paving Joint Machine; Power Form Handling Equipment; Pump; Roller (Earth); Steersman; Tamping Machine; Tractor (Under 50 HP); & Vibrator:

HEAVY & HIGHWAY	*BASE RATE	\$18.42
	FRINGE BENEFITS	9.15

**\*Cranes with booms 150 ft. & over (including jib) \$.50 premium. Employees assigned to work below ground level are to be paid 10% above basic wage rate. This does not apply to open cut work.**

CLASSIFICATIONS	RATE AND FRINGE BENEFITS	
<b>CALLOWAY, CARLISLE, FULTON, GRAVES, HICKMAN, LYON, &amp; TRIGG COUNTIES:</b>		

**PAINTERS:**

Painters: (Including Drywall Finishing):

BUILDING	BASE RATE	\$16.00
	FRINGE BENEFITS	5.50

Bridges & Dams:	HEAVY & HIGHWAY	*BASE RATE	\$22.25
		FRINGE BENEFITS	5.50

All Other Work:	HEAVY & HIGHWAY	*BASE RATE	\$16.00
		FRINGE BENEFITS	5.50

\*Waterblasting units with 3500 PSI and above - \$.50 premium; Spraypainting and all abrasive blasting - \$1.00 premium; Work 40 ft. and above ground level – \$1.00 premium.

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**CALLOWAY, CARLISLE, FULTON, GRAVES, HICKMAN, LYON, & TRIGG COUNTIES:**

PLASTERERS:	BUILDING	BASE RATE	\$16.63
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**CALLOWAY, CARLISLE, FULTON, GRAVES, HICKMAN, LYON, & TRIGG COUNTIES:**

PLUMBERS & STEAMFITTERS: (Including HVAC Pipe)	BASE RATE	\$24.93
	FRINGE BENEFITS	9.51

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**CALLOWAY, CARLISLE, FULTON, GRAVES, HICKMAN, LYON, & TRIGG COUNTIES:**

ROOFERS:	BASE RATE	\$14.67
	FRINGE BENEFITS	.75

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**CALLOWAY, CARLISLE, FULTON, GRAVES, & HICKMAN COUNTIES:**

SHEETMETAL WORKERS: (Including HVAC Duct)	BASE RATE	\$25.12
	FRINGE BENEFITS	9.50

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**LYON & TRIGG COUNTIES:**

SHEETMETAL WORKERS: (Including HVAC Duct)	BASE RATE	\$26.87
	FRINGE BENEFITS	9.50

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**CLASSIFICATIONS**

**RATE AND FRINGE BENEFITS**

**CALLOWAY, CARLISLE, FULTON, GRAVES, HICKMAN, LYON, & TRIGG COUNTIES:**

SPRINKLER FITTERS:		BASE RATE	\$27.10
		FRINGE BENEFITS	7.60

**CALLOWAY, CARLISLE, FULTON, GRAVES, HICKMAN, LYON, & TRIGG COUNTIES:**

**TRUCK DRIVERS/BUILDING:**

Light Teamster, all trucks and autos, up to but not including tons:

BUILDING	BASE RATE	\$17.80
	FRINGE BENEFITS	2.65

Heavy Teamsters, all five tons and over including special equipment such as Euclids, Winch trucks, Boom Trucks, Demster Dumpsters, Crawler Type Trucks Tractor-Trailer Trucks, Low Boys, Distribution Trucks, Water Tank Trucks, Fork Lifts, Buses, tandem Dump Truck, Ambulances, and All Ready Mix Trucks, and Truck Mechanics:

BUILDING	BASE RATE	\$18.40
	FRINGE BENEFITS	2.65

Greasers, Tire Changes, Mechanic Helpers, Material Checker and Warehouseman:

BUILDING	BASE RATE	\$18.45
	FRINGE BENEFITS	2.65

**TRUCK DRIVERS/HEAVY HIGHWAY:**

Greaser, Tire Changer:	HEAVY & HIGHWAY	BASE RATE	\$22.14
		FRINGE BENEFITS	3.95

Truck Mechanic:	HEAVY & HIGHWAY	BASE RATE	\$22.37
		FRINGE BENEFITS	3.95

Single Axle Dump & Flatbed; Terrain Vehicle when used to haul materials; Semi-Trailer or Pole Trailer when used to pull building materials & equipment; Tandem Axle Dump; Distributor; & Mixer:

HEAVY & HIGHWAY	BASE RATE	\$22.44
	FRINGE BENEFITS	3.95

Euclid, Other Heavy Earthmoving Equipment & Lowboy; Articulator Cat Truck & 5 Axle Vehicle; Winch & A-Frame when used in transporting materials; Ross Carrier; Fork Lift Truck when used to transport building materials; & Drivers on Pavement Breaker:

HEAVY & HIGHWAY	BASE RATE	\$22.45
	FRINGE BENEFITS	3.95